

EE in Practice: EE Conferences

The Wisconsin Educator Effectiveness System (EE) requires charter schools and school districts to conduct EE conferences. Growth questions to consider include: *Where are we now and where do we want to be? How can we use the examples below to improve educator development and student learning in our school and/or district? What are our next steps?*



BEGINNING Practice (required)

- Planning session: Educators and evaluators (at the end of the EE cycle) or peers (in supporting years) meet to review proposed EE goals in preparation for implementation.
- Mid-year review: Educators meet with evaluators or peers to review progress and adjust strategies and goals as appropriate.
- End-of-cycle conference: Educators meet with evaluators or peers to assess the degree to which EE goals were met and plan for the next EE cycle.



INTERMEDIATE Practice

In addition to beginning practices:

- Educators meet with peers, individually or as teams, to conduct annual EE conferences during supporting years.
- Educators, peers, and evaluators meet as needed to support continuous improvement over the semester, year, and evaluation cycle.



ADVANCED Practice

In addition to beginning and intermediate practice:

- Evaluators build trust with educators by using established feedback and professional conversation protocols during EE conferences.
- Educators demonstrate ownership of their professional growth by driving professional conversations about their practice, student learning objectives, and feedback.
- Educators, evaluators, and peers focus EE conference conversations on continuous improvement and school/district improvement priorities.
- Administration aligns all mentoring, induction, and coaching programs and resources to support EE and vice versa.

Resources for growth:

- [Introduction to Mentoring Essentials](#) (Downloadable DPI training module, facilitator guide, and feedback forms)
- [Professional Conversations and Coaching](#) (DPI resource, pages 59–63)
- [Professional Conversations](#) (interactive DPI training module)